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ABSTRACT

This study and its recommendations focus on isolation allowances and teacher housing in northern Alberta. The research on isolation allowances addresses the need (1) to develop an equitable isolation allowance plan, or some alternate plan, for providing financial aid to teachers or to Alberta North school systems or both to facilitate recruitment and retention of teachers for rural communities, (2) to establish criteria that can be readily identified and applied to each community or segment thereof so as to distinguish the features that cause them to be isolated, and (3) to provide a plan of compensation, if need is established, that recognizes in dollars the degrees of variance in isolation. Research was also directed to developing sets of criteria that might serve as bases for financial assistance to Alberta North systems to provide employee housing of acceptable standards. Appendices provide background information on geographical regions, isolation bonus score sheets, and factors related to the determination of isolation pay in Alberta and other provinces. (Author/IRT)

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A STUDY - ISOLATION BONUSES and TEACHER HOUSING

PROJECT NORTH

FINDINGS AND RECOMMENDATIONS

SUBMITTED TO

PLANNING AND RESEARCH BRANCH

ALBERTA EDUCATION

May, 1976

by

E.G. (GUNNAR) WAHLSTROM

RESEARCH OFFICER

EA 008 548

E R R A T A

1. *Page 7, paragraph 2, line 6 — "Department of Education should read "Department of Advanced Education and Manpower."*

2. *All references in text to "Department of Advanced Education" should read "Department of Advanced Education and Manpower."*

3. *Page 9 — to recommendation (1) should be added the phrase "be continued."*

4. *Page 10, recommendation 5, sub-section (a) — the phrase "or more than three rooms", should be changed to read "of more than three rooms."*

5. *Page 18, recommendation 20 — line four should read "estimated cost of debenture subsidy over 5 year period is $135,000."*

6. *Page 52, Footnote 3 — applies only to Rocky Mtn. School Division #15, not to Rocky Mtn., Bonnyville, High Prairie, Lac La Biche and East Smoky School Divisions as indicated.*

7. *Page 3, and page 10, recommendation 6, the phrase "under Part 1" should be changed to read "under Part 2."*

* * *

FOREWORD

This study was undertaken for the Department of Education under an Agreement dated August 22, 1975.

The Agreement included the following terms of reference:

Isolation Allowances

The Research Officer shall direct his attention to:

(a) the need for the development of an equitable Isolation Allowance plan or some alternate plan of providing financial aid to teachers or to Alberta North Systems or both of them to facilitate recruitment and retention of teachers for rural communities,

(b) establish criteria which can be readily identified and applied to each community or a segment thereof so as to distinguish between and among communities the features which cause them to be isolated,

(c) provide a plan of compensation, if need is established, which recognizes in dollars the degrees of variance in isolation.

Teacher Housing

The Research Officer shall direct his attention to the teacher housing component of the isolation bonus and sets of criteria which might serve as bases for financial assistance to Alberta North School systems to provide employee housing of acceptable standards.

Upon mutual agreement the Research Officer shall further inquire into, and make recommendations where appropriate respecting:

(i) The identity and operating policies, capital and maintenance, of other agencies in Alberta North providing staff housing or other forms of housing assistance to staff,

(ii) Ownership and maintenance and standards therein,

(iii) Financial implications of recommendations if implemented in;

  (a) Alberta North only and

  (b) Province wide,

(iv) Implementation formula and procedures,

(v) Modifications necessary in criteria (if any) for applicability in Alberta South rural systems.

Project Area

The entire province constitutes the geographic scope of this study with special emphasis on Alberta North, which for the purpose of this study is the geographic area situated north of Highway 16 to the N.W.T. boundary, west to the B.C. border.

Departmental/Interdepartmental Relationship of Research Officer

1. The Research Officer reports to the Project Coordinator.
2. The Research Officer will effect liaison, as required, with other branches of Alberta Education.
3. The Research Officer will also effect adequate liaison with:
   (1) Commissioner of Northeast Alberta Region.
   (2) Northern Development Group.

Extra Departmental Liaison

The Research Officer will effect necessary liaison and communications with school systems and any other associations or group interested in Education as he sees appropriate.

STUDY PROCEDURES

In order to obtain a broader perspective of the problems under study, and the possible solutions, meetings were held with:

The Saskatchewan School Trustees Association, Regina, Saskatchewan

Mr. Glen Lindgren, Director, Academic Education Branch, Department of Northern Saskatchewan La Ronge, Saskatchewan.

Manitoba Association of School Trusttes, Winnipeg, Manitoba

Mr. K.R. Jasper, Official Trustee and Superintendent, Frontier School Division No. 48, Winnipeg, Manitoba.

and during a visit to Toronto with:

Dr. Peter Bargen, Executive Director, Ontario School Trustees Council.

Ontario Department of Education

Much useful information and material was obtained.

In addition material on current policies was obtained from:

L.A. Whiteman, Chief, Division of Planning, State of New South Wales, Australia.

The Federal Government

The Manitoba Government

Manitoba Hydro

The British Columbia Government

Visits were made to the offices of Northland School Division and Vermilion School Division and to a number of their schools. Visits were also made to the Fort Vermilion R.C.S. School District, the Grande Cache School District, the Fort McMurray School District and the Fort McMurray R.C.S. School District; all districts that appeared to have special problems. Altogether some thirty meetings were held with School Boards or their administrative personnel.

Meetings were held with:

The Alberta School Trustees Association.

Zones 1, 2 and 3 of The Alberta School Trustees Association.

The Department of Education Regional Offices at Lethbridge, Edmonton and Red Deer.

Mr. R.V. Henning, Commissioner, Northeast Alberta Region.

The members of the Northland School Divison Study Group -

Dr. W.H. Swift

Dr. R.J. Carney

Mr. D. Ewasiuk

and with several past senior officials of Northland School Division and Fort Vermilion School Division.

Meetings were also held with respresentatives of:

The Northern Development Group

The Alberta Housing Corporation

The Alberta Forest Service

The Department of Advanced Education

The Public Service Commission

Syncrude Canada Limited

Alberta Power Limited

Swanson Lumber Company Limited

In order to obtain the information required to test the validity of any new formula 150 questionnaires were distributed to 51 school districts at present receiving Isolation Bonus Grants.

ACKNOWLEDGEMENT

This study has only been made possible by the generous cooperation and assistance provided by the officials and staff of the Department of Education which is hereby aknowledged.

E. Gunnar Wahlstrom

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INTRODUCTION

Many of the conclusions reached in this Study will no doubt be influenced by some 36 years residence in Northern Alberta, some 27 years in industry, and a considerable part of some 5 years of that time being spent in the Wood Buffalo National Park near Fort Chipewyan.

My personal experiences living and working in remote areas led to the organization of the Sweetgrass School District in the Wood Buffalo National Park (later part of Northland School Division), serving as Official Trustee of that district, building the first airstrips in Fort Chipewyan and Sweetgrass Landing, establishing the Post Office at Sweetgrass Landing, radio stations at Slave Lake and Sweetgrass Landing for direct communication, and the first direct air service between Edmonton and Fort Chipewyan. All these efforts were directed to lessening the feelings of isolation of employees and local residents.

It is with this background that we directed our efforts towards identifying the major factors that now contribute to isolation, the areas that are effected, and the possible solutions to making employment in these areas more attractive.

Very early in our study it became apparent that geographic areas, having many common characteristics, would have to be established. As a result of this conclusion the Province of Alberta was divided into ten "Geographic Areas of Alberta".

We found some problems with the term "Isolation Bonus". Any contemplated allowance must take into consideration not only what most people view as isolation, but other factors such as cost of living, availability of medical and other services, and the "market place" as evidenced by the number of people that can be attracted into an area. Many teachers also expressed the opinion that the term "Isolation Bonus" unfavourably influenced recruitment. We are therefore recommending that any future allowances be designated "Location Allowances".

The recommendations contained in "The Report of the Northland School Division Study Group" and in "Housing Problems in the Fort Vermilion School Division" have been carefully considered in conducting this study.

Because Northland School Division serves the most northerly areas of the Province the problems of attracting, and retaining, teachers is most evident there. Our study has convinced us that three major problems are faced, not only by Northland School Division but by all school authorities serving isolated areas, and all are more or less closely related.

These problems, though not necessarily in that order are:

1. Additional Costs or Expenses - These can be compensated for through a monetary allowance. In doing so it must be remembered that an allowance, to the average single teacher, is taxable at approximately 37%. A $1,000 allowance becomes approximately $630 to the recipient.

2. Inconveniences - These can, to a greater or lesser extent, be compensated for through a monetary allowance but even more important is a "home" - the provision of suitable, well-sited, attractive, well maintained housing.

3. Communications - Every effort should be made to provide an efficient system of communication. The ability to communicate freely with the "outside world", and the administration of the school system, becomes very important to a person in an isolated area.

To provide, organize, and deliver the three components in an effective package is a major problem of logistics, but must be undertaken if a sound educational system is to be developed.

Some teachers expressed the opinion that more, and more accurate, information should be made available to prospective teachers. They recounted problems where new teachers had arrived in a community to find the conditions far different than what they had believed them to be.

SUMMARY OF RECOMMENDATIONS

ONE: ISOLATION BONUSES

1. That a system of allowances to school jurisdictions, for payment to the teachers in its employ, be continued.
2. (a) That the term "Isolation Bonuses" be abolished and that allowances be designated as "Location Allowances".
   (b) That the Location Allowances be provided by:
   Part 1 - A point rating system.
   Part 2 - A fixed dollar amount.
   (c) That the entitlement of a school jurisdiction be computed by:
   (i) Multiplying the number of teachers in each school times the dollar amount of the Location Allowance for that school.
   (ii) Adding the amounts determined for each school under (i).
3. That for the purpose of calculation of Location Allowance entitlement, the Province of Alberta be divided into ten Geographic Areas according to Appendix 1.1 attached.
4. (a) That a Location Allowance be provided to Areas No. 2, 3 and 9 under Part 1.
   (b) That a Location Allowance be provided to Area No. 1 under Part 2.
5. With regard to 1, 2 and 3 room schools,
   (a) That a Location Allowance be provided under Part 2, if no other school of more than 3 rooms is operating in the same community.
   (b) That an option to claim an allowance in Areas 2, 3 and 9 be given under Part 1.
6. That area No. 1 receive a Location Allowance of $1,500 under Part 1, to be reduced by $300 per year.
7. That entitlement to Location Allowance - Part 1, be determined by the point rating system attached as Appendix 1.2.
8. That for each point awarded the sum of $25.00 be applied.
9. That Area No. 2 receive an Area Differential of 30 points.
10. That Areas No. 3 and 9 not receive an Area Differential.
11. That 1 room schools receive a Location Allowance of $600 under Part 2.
12. That 2 room schools receive a Location Allowance of $450 under Part 2.
13. That 3 room schools receive a Location Allowance of $300 under Part 2.
14. That the minimum point allotment to qualify for a Location Allowance be 7 points.
15. That a "Location Allowance Application Form - Part 1", attached as Appendix 1.3, be filed annually for claims on the point rating system.
16. That a Location Allowance Application Form - Part 2", attached as Appendix 1.4, be filed annually for claims on fixed dollar allowances.

17. That Areas No. 1, 4, 5, 6, 7, 8 and 10 be restricted to claims under Part 2.

18. That when Isolation Bonus grants are reduced, or eliminated, by the introduction of the Location Allowance system, reductions be made at the rate of $100 per year, or such lesser or appropriate amount as may be required to complete the reduction.

TWO: HOUSING

19. That the present policy of the Fort McMurray school boards in providing a "Fort McMurray Living Allowance" and a "leasing rental accommodation" service in lieu of providing teacher housing be continued in view of the substantial size of the community.

20. That regulation be amended to enable school districts to debenture teacher housing at 8%. Subsidized debentures at this rate are now available to municipalities and counties.

21. That school jurisdictions be paid a grant, equal to the Location Allowance (Part 1), for each housing unit provided teachers in communities with a population of less than 500.

22. That a teacher Housing Authority be created to assume responsibility for teacher housing in Area 2 in the Province and in such other school districts coming under the authority of Northland School Division.

23. That a location factor be introduced into rental schedules for teacher housing, designed to produce a more realistic rental in established communities.

24. That teacher housing be provided as an attached unit to new school buildings in small remote northern communities.

25. That recommendation 13.5 of the Northland School Division Study Group "that provision be made in new school buildings for a modest overnight facility" be implemented.

THREE: GENERAL

26. That the Department of Education encourage, and assist, the Alberta School Trustees' Association in establishing a program designed to attract experienced teachers on loan from other school jurisdictions for service in remote areas for periods of two years.

27. That the Department of Education encourage, and assist, the Alberta School Trustees' Association in setting up cooperative recruiting programs among school boards.

28. That the Department of Education explore the possibilities of the Department of Municipal Affairs' assuming responsibility for electric power and water supply in remote areas without these services.

29. That school boards be encouraged to up-grade telephone service to their schools and teacher residences.

30. That the Department of Education prepare a cross-reference between Local School Districts and Operating Schools.

PART 1

ISOLATION BONUSES

Isolation is a relative quality that cannot be defined in absolute terms, it is very much subject to an individual's preferences, and has a significant meaning only when used to compare one community with another, or one area with another.

Isolation is closely linked to the ability to communicate freely with a significant number of other people. The telephone and radio are looked on as extremely important links with the "outside". Isolation is linked to inaccessibility by road -- the ability to get away, when you choose, that the automobile can provide. Airline service, even if regularly scheduled, does not offer this freedom of movement. Isolation is closely related to the inconveniences of daily life.

The population level of a community is a very relevant factor. Man is by nature gregarious and seeks the company of other people. Where there are people there will be services, where there are more people there will usually be more services. Population size is an indicator of the probable presence of amenities. As population increases it reduces, in turn, the amount of isolation.

For many years different levels of government, and industry, have resorted to payment of "Isolation Bonuses","Remoteness Allowances", "Northern Allowances", and other Allowances in an effort to attract, and retain, qualified personnel in isolated areas. This effort has only met with partial success, the majority of our population seeking an urban environment, or at least a rural environment with ready access to urban facilities.

Any system of allowances must be designed to attract, within reasonable allowance limits, the personnel necessary to serve the isolated communities. It is interesting to note that the Federal Government in 1969, and the Manitoba Government in 1974, discarded the point allocation system based on service and recreational outlets in an area, considering this might contribute to retarding the socio-economic development of the communities involved.

Any formula should be easily understood and should reflect the relative unattractiveness of the community, or the area. The most common factors found in an allowance formula are:

Remoteness

Accessibility

Communications

Medical Services

Population

Conveniences

Cost of Living

Entertainment

Educational Facilities

Climatology

The following will indicate the range of Allowances paid by various agencies in Alberta and some of the other Provinces:

Department of Education Isolation Bonus		$ 138	to	$ 860	
Northland School Division - Northern Allowance & Isolation Bonus		400	to	1,900	
Provincial Government - Northern Allowance		1,200	to	1,500	
Provincial Government Departments - Salary Modifiers		900	to	-----	
Frontier School Division, Manitoba	Married	345	to	1,150	
	Single	259	to	863	
Manitoba Government	Married	1,223	to	3,932	(1)
	Single	623	to	1,854	(1)
Northern Areas School Board Saskatchewan		910	to	2,610	(2)
Northern Corps, Ontario		1,500	to	-----	
Industry		no clear pattern			

Note: (1) Bi-weekly rate x 26
Minimum -The Pas
Maximum -Shamattawa

(2) Camsell Portage with extreme isolation receives $2,610.

(3) Amounts rounded to the nearest dollar

(4) For detail, refer to Appendix 1.5

Under a formula developed some 15 years ago 51 school authorities in Alberta received Isolation Bonus payments in 1975 for a total of 150 schools. Of this number 73 were identified as Hutterite schools and received a uniform bonus of $518. The remaining 77 schools received bonuses ranging from $138 to $860. (See Appendix 1.6)

Northland School Division has established a Northern Allowance and Isolation Bonus, which includes the Provincial contribution, and ranges from a low of $400 for Grouard to a high of $1,900 for Chipewyan Lakes, Garden Creek, Pelican Mountain, (Sandy Lake) and Kateri (Trout Lake).

The Master Agreement between the Government of Alberta and the Civil Service Association provides a Northern Allowance: (a) $125 per month if employed north of the 57th parallel.

(b) $100 per month if employed south of the 57th parallel but north of the 22nd base line and east of the 112th degree of longitude.

The first covers the area north of Manning and the second the Fort McMurray area.

The Department of Advanced Education provides a "Salary Modifier" of $75 per month to those employed in the area north of Edmonton, including Grande Cache, and lying south of the areas covered by the Master Agreement.

The following will illustrate how the various Allowances paid in Alberta compare:

High Level		
	Civil Service	$ 1,500
	Alberta Government Telephones	650
	Department of Education - Isolation Bonus	518
Wabasca		
	Northland School Division	900
	Department of Education - Isolation Bonus	575
	Department of Advanced Education	900
Slave Lake		
	High Prairie School Division	none
	Department of Education - Isolation Bonus	none
	Alberta Government Telephones	420
	Department of Advanced Education	900
Fort McMurray		
	Public & Separate School Boards	2,200
	Department of Education - Isolation Bonus	none
	Alberta Government Telephones	650
	Civil Service	1,200

Many formulas have been developed, ranging from very complex point rating systems that include a climatology factor and seeks to reflect differences on the basis of relative unattractiveness, to formulas based entirely on providing an equal allowance within a defined geographic area, and recognizing no differences within that area. The former is illustrated by the allowance formulae of the British Columbia Civil Service Commission and Manitoba Hydro, the latter by the Civil Service Association Master Agreement in Alberta and the "Salary Modifier" of the Department of Education.

The present "Isolation Bonus Score Sheet" consists of 16 Sections and numerous sub-sections designed to produce a point rating that will reflect both the degree of isolation and the comparative isolation between communities (Appendix 1.5.1). We can find no statistical information to support the weightings assigned to the various Sections, or to the cumulative value.

Likewise there appears to be no statistical information to support the policy of equal allowance payments within large geographic areas, or to support the establishment of those areas.

School authorities are finding it increasingly difficult to attract, and retain, teachers to Northern Alberta, and to those communities with minimum services, or where sparsity of population, or other local factors, necessitate the operation of a small school. The "market place" clearly indicates that some form of allowances is required to attract teachers into these areas. At the present time approximately 1300 teachers are employed in Area 3, while only 208 are employed in the large area in Northern Alberta designated as Area 2.

In developing an allowance policy we have considered the various geographic areas of the Province and have eliminated some from eligibility because of their proximity to major cities, or because of the unusual attractiveness of the area.

After considerable initial testing, involving some twenty schools that had been given arbitra rating on known factors, we developed a point rating system to measure the relative desirability of each community. It was found that this could be accomplished using a seven-section rating instead of a more detailed system. Population was eliminated as a direct rating, it being found that information provided on questionnaires was unreliable. The factors now used also appear to indirectly cover this factor; for example the location of a hospital and doctor is usually an indication of population of an area as well as the availability of a reasonable range of services. Details of the point rating system will be found as Appendix 1.2.

Cost of living is closely associated with access to a highway. Climatology was not considered as a factor, except that indirectly it is a consideration in arriving at an area allowance for Area 2.

The policy of the Manitoba Government, and other agencies in that Province, as well as a similar policy of the Federal Government and the State of New South Wales, Australia, in providing an allowance for personnel classed as single of 50 to 75 percent of that provided for married personnel was considered but rejected at this time. The policy does have some merit and should probably be further examined in the future.

An annual review of the allowances paid appears to be essential. Many areas have isolation reduced as a result of new highway construction, improved communications, and the provision of better medical and other services. A review would no doubt in some cases reduce, or eliminate, allowances but this is better done when conditions change rather than later when an explanation for such reduction becomes more difficult.

It is estimated that if our recommendations are fully implemented, this will involve an annual cost of $843,971. Full details will be found in Appendix 1.7.1.

Further detailed information will also be found in the following Appendices:

1.721 Location Allowance reduced or eliminated.

1.7.3 Additional Costs of Recommended Allowances - If all present schools eligible.

1.7.41 Comparative Allowances in Area No. 2.

1.7.5 Comparative Allowances in Area No. 3.

1.7.6 Comparative Allowances in Area No. 9.

1.7.7 Schools Recommended to Claim Under Part 2.

1.7.8 "Phasing In" Schedule

1.7.9 Comparative Allowances - Northland School Division

We believe that the amount of Location Allowance computed (See Appendix 1.2) for each school is reasonably accurate and could be used to implement the plan. Questionnaires were sent to 51 school authorities at present receiving Isolation Bonuses, 40 replied. Most returns were of good quality. Where we found insufficient information most of this was obtained from other sources.

As a result of our experience it is suggested that a revised form be used by school authorities in applying for Location Allowances. These are attached as Appendix 1.3 for Part 1 claims, and as Appendix 1.4 for Part 2 claims. It is further suggested that the actual scoring be done by the Department using the form attached as Appendix 1.2.

The recommended point rating system has two ready variables:

(i) The Area Differential (as recommended for Area No. 2) can be readily changed, or applied to other areas.

(ii) The recommended value of $25 per point can be increased or reduced.

The comparative position of Area No. 3 received a great deal of attention -- should it receive an Area Differential? The area is all more than 100 miles from a major centre and experiences many disadvantages when compared to areas in closer proximity to larger centres of population. Several Provincial Government Departments provide various allowances to their employees in the area -- the Department of Advanced Education pays a Salary Modifier of $900. An Area Differential of 8 points valued at $25 per point and applied to approximately 1,300 teachers would cost $260,000 a year. We came to the conclusion that this could not be considered a priority item at this time, but might receive further consideration in the future.

RECOMMENDATIONS

We are satisfied that it is in the best interests of education that encouragement be given to the recruitment and retention of teachers by providing an allowance for teachers in those areas that are isolated, remote or sparsely populated. It is therefore recommended:

1. That a system of allowances to school jurisdictions, for payment to the teachers in its employ.

2. (a) That the term "Isolation Bonuses" be abolished and that allowances be designated as "Location Allowances".

(b) That the Location Allowance be provided by:

Part 1 - A point rating system.

Part 2 - A fixed dollar amount.

(c) That the entitlement of a school jurisdiction be computed by:

(i) Multiplying the number of teachers in each school times the dollar amount of the Location Allowance for that school.

(ii) Adding the amounts determined for each school under (i).

3. That for the purpose of calculation of Location Allowance entitlement, the Province of Alberta be divided into ten Geographic Areas according to Appendix 1.1 attached.

4. (a) That a Location Allowance be provided to Areas No. 2, 3, and 9 under Part 1.

(b) That a Location Allowance be provided to Area No. 1 under Part 2.

5. With regard to 1, 2 and 3 room schools,

(a) That a Location Allowance be provided under Part 2, if no other school or more than 3 rooms is operating in the same community.

(b) That an option to claim an allowance in Areas 2, 3, and 9 be given under Part 1.

6. That Area No. 1 receive a Location Allowance of $1,500 under Part 1, to be reduced by $300 per year.

Rationale: (i) The Provincial Government already provides $1,200 per annum to civil servants.

(ii) The school boards provide $2,200 per annum and a "leasing rental accommodation" service in lieu of providing teacher housing.

(iii) The Provincial Government provides highly subsidized housing to its employees.

(iv) It is a high wage, high cost area.

(v) The amount should be reduced to nil over a 5 year period as a community stabilizes and reaches city status.

7. That entitlement to Location Allowance - Part 1, be determined by the point rating system attached as Appendix 1.2.

8. That for each point awarded the sum of $25.00 be applied.

9. That Area No. 2 receive an Area Differential of 30 points (This will result in an allowance ranging from $750 to $2,750 with an average of $1,395).

Rationale: (i) The Provincial Government provides $1,500 per annum for the area North of the 57th parallel.

Of the 208 teachers employed in Area 2, 132 are employed north of this line.

Of the 27 schools operating in Area 2, 19 are operated by Northland School Division.

(ii) Most of the area is remote, much is isolated. It has a large native population, many areas have inadequate or no roads, it is a great distance from a major centre, health services are generally inadequate, there are few public utilities and population in most parts are sparse.

10. That Areas No. 3 and 9 not receive an Area Differential.

Rationale: These areas are more than 100 miles from Edmonton, Calgary or Red Deer. Many parts are sparsely populated, many communities have minimum services. The areas, however, do not have the degree of remoteness of Area No. 2 and the point rating system should meet their needs.

11. That 1 room schools receive a Location Allowance of $600 under Part 2.

12. That 2 room schools receive a Location Allowance of $450 under Part 2.

13. That 3 room schools receive a Location Allowance of $300 under Part 2.

Rationale: A teacher grant for small schools seems to be justified. Many teachers are reluctant to teach in small multiple grade schools. The fact that small schools exist is usually an indication of sparsity of population or some unusual local circumstance. An examination of several questionnaires shows approximately 75% of the teachers commute to the schools and travel a distance of approximately 23 miles per day.

14. That the minimum point allotment to qualify for a Location Allowance be 7 points.

15. That a "Location Allowance Application Form - Part 1", attached as Appendix 1.3, be filed annually for claims on the point rating system.

16. That a "Location Allowance Application Form - Part 2", attached as Appendix 1.4, be filed annually for claims on fixed dollar allowances.

17. That Areas, 1, 4, 5, 6, 7, 8 and 10 be restricted to claims under Part 2.

18. That when Isolation Bonus grants are reduced, or eliminated, by the introduction of the Location Allowance system, reductions be made at the rate of $100 per year, or such lesser or appropriate amount as may be required to complete the reduction.

Rationale: In cases where substantial reductions are necessary staff problems might occur unless the reduction is phased in.

PART TWO

TEACHER HOUSING

Many areas of the Province are experiencing difficulty in finding suitable housing for teachers.

The Fort McMurray area is unique in many respects. It is an area of exceptionally rapid growth, combined with a high-cost economy, influenced by the development of the tar sands. The New Town of Fort McMurray now has a population of approximately 15,000. Several new subdivisions are being developed or in the planning stage. Housing construction may lag somewhat behind the high demand but no major problem is foreseen in the long term.

The most serious housing problem is found in Northland School Division, Fort Vermilion School Division, and Fort Vermilion R.C.S. School District, all serving areas in the far northern part of the Province. Most of the communities in the areas served by these school authorities has one or more of the following characteristics:

1. A predominent native population.
2. Inadequate or no road access.
3. Great distance from a major centre.
4. Inadequate or no health services.
5. Few, if any, public utilities.
6. Sub-standard housing.
7. Sparse population.
8. Low assessment

The Report of the Northland School Division Study Group deals extensively with Teachers' Residences. The following observations are relevant:

> "With few exceptions, Northland School Division operates schools in communities where private housing or any form of rented accommodation is not available to teachers. There is no prospect of this condition changing in the foreseeable future".
>
> "No Northland teacher, unless there be some unusual circumstance, can be expected to erect his own dwelling. Several reasons might be cited as to why this is so, the predominant one being that few teachers are likely to look forward to a long tenure of service in a particular school. Building costs are high. The investment would be a highly risky one. Title to land is not possible at present in

Green Zone areas in which most Northland schools lie."

"The housing is subsidized, i.e., although the teachers pay rent it does not fully cover the cost of provision and give a return on the investment. Utilities are supplied within the rental package. As indicated above, fuel, propane and oil, is expensive to supply. If each tentant had to pay for his own the cost would deter him from living, or continuing to live, in the community whose school he serves. Furniture has to be supplied. Moving personal effects in and out of the communities, or many of them, is prohibitive."

The Report recommends that regular inspections and maintenance of teachers' residences be instituted, that the grounds surrounding teachers' residences be made more attractive, that attention be given to the aesthetics of the residences and their surroundings generally, that individual units be made available to a greater degree, and that there be a transition to more permanent type homes.

At the present time Northland School Division operates some ninety teachers' residences.

The Pyrch-Weber Report on Housing Problems in the Fort Vermilion School Division, 1972-74 has this to say:

"Northern areas like Fort Vermilion School Division must have adequate housing for their personnel if the quality of services in the area is to be maintained on a level comparable to other rural areas of Alberta. In the past few years, it has become extremely difficult to staff schools and to retain good teachers in this area. A major contributing factor to this problem has been inadequate housing".

"Some questions exist with respect to the advisability of the school authority being heavily involved in providing housing. Although other alternatives have been investigated, there appears no other viable solution. The time has arrived that the Fort Vermilion School Division must either phase out its housing program or make some major expenditures to extend and improve the same."

The report recommends that 25 housing units be built on full basements, that 26 existing housing units be placed on full basements, and that extensive maintenance be carried out. The total cost is estimated at $1,413,000.

21

During 1975 the Fort Vermilion School Division provided 11 new housing units financed through a five year short term loan of $500,000. The Division at present operates some seventy teachers', or employees', residences.

The Fort Vermilion R.C.S. School District provides four housing units composed of 2 houses and 2 mobile homes. All units are old and can only be described as sub-standard.

The housing problem in other parts of the Province varies considerably and falls into three categories:

1. Rapid growth areas, e.g. Grande Cache.
2. The area generally described as the Peace River area where development is comparatively new.
3. The older developed areas of the Province, and particularly the south central area along the Saskatchewan border, where older and sub-standard housing will soon have to be replaced.

Alberta Housing Corporation

Within budgetary limitations employees of Provincial Government Departments in increasing numbers are being supplied with housing through the Alberta Housing Corporation. A report dated October 23, 1974, lists 777 units with the following Departments being the largest users:

Housing Units	Provincial Government Employees
Lands and Forests	290
Attorney General	131
Advanced Education	110
Health and Social Development	79
Public Works	54
Agriculture	34

The Alberta Housing Corporation makes a charge against each Department to cover the "Economic Rent". This is the amount required to cover capital costs, interest (now 10 3/8%), maintenance, taxes, insurance and utilities. They also publish a rental schedule (See Appendix 2.1) that the different Departments are expected to follow in making payroll deductions from their employees.

1. High Level, Alberta

Alberta Housing Corporation - 3 bedroom house - basic rent $150.00

Less if no garage	5.00	
Less location discount	37.50	42.50
		107.50

($150 - 42.50) =		$ 107.50
Add for all utilities		25.00
Net rent (unfurnished)		$ 132.50

Government of Canada - 3 bedroom house (DIAND)

1132 square feet	basic rent	$ 180.00
Add all utilities		21.00
Net rent (unfurnished)		201.00

Fort Vermilion School Division - 3 bedroom

1000 square feet	
with basement	$ 126.00
Propane heat 3.9¢ sq.ft.	39.00
(x) Net rent (unfurnished,	
power paid by tenant)	$ 165.00

(x) No rent charged for months of July and August unless occupied for more than one week during the month.

2. Wabasca, Alberta

Northland School Division - Duplex

Cost $24,620 - Built 1956	
Recapture Cost at 2% per year	$ 492.00
Utilities - averaged at .36¢ sq.ft.	609.00
Maintenance " " .50¢ sq.ft.	847.00
Insurance 1/4% of value	61.00
Taxes	375.00
Furniture replacement - 10% of $3,000	300.00
	$2,684.00
Monthly rental required on each unit	$ 112.50

Alberta Housing Corporation - 2 bedroom unit

No garage, 19 years old	basic rent	125.00

Basic Rent		$ 125.00
Less if no garage	5.00	
Less location discount	62.50	
Less age discount	18.75	86.25
		38.75
Add for all utilities		25.00
Net rent (unfurnished)		$ 63.75

3. Fort McMurray, Alberta

Alberta Housing Corporation - 3 bedroom house

Basic Rent		$150.00
Less if no garage	5.00	
Less location discount	30.00	35.00
		115.00
Add for all utilities		25.00
Net rent (unfurnished)		$140.00
*Net Economic Rent		$635.00

Industry

Policy differs widely among the various companies. Many provide no employee housing. In general those that do provide employee housing appear to assess each location, and the immediate needs, on an individual basis. At Swan Hills it was determined that two units were rented as follows:

. 3 bedroom (renter pays all utilities)	
Monthly rent	$ 70.00
. 3 bedroom (all utilities included)	
Monthly rent	$ 100.00

Province of Ontario

The Province of Ontario has recently adopted a policy of providing teacher housing as attached units to new schools constructed in that part of Northern Ontario served by teachers in "The Northern Corps". Enrolment in these schools ranges from 5 to 135 for a total of 640 pupils in 17 schools staffed by 32 teachers. This arrangement has been found very satisfactory and problems with utilities greatly reduced.

Conclusions

We accept the following principles in regards to teacher housing:

1. That wherever possible teachers should be required to provide their own housing needs, either through ownership or renting on the commercial market. Housing should only be provided by the school authority when there is no alternative.
2. That school districts might reasonably expect Provincial grants to compensate for providing subsidized housing in remote areas.
3. That the availablity of suitable housing, with considerable emphasis on siting, grounds, aesthetics and maintenance, can contribute significantly to teacher retention in isolated areas.
4. That Provincial assistance to school districts for teacher housing in marginal areas should be limited to an amount designed to provide for sufficient participation to "hurt" a little.
5. That the rental structure for publicly owned housing, outside of remote areas, should not unnecessarily reduce individual incentive to provide personal accommodation.

Most school districts supplying teacher housing do so at subsidized rental rates. These vary a great deal but in most cases the subsidies are of a modest amount and apply to older housing. In Northland School Division and Fort Vermilion School Division the subsidies on utilities and new housing units are very considerable.

Teacher housing costs do not constitute a significant portion of most school district budgets. In most parts of the Province teacher housing, where supplied, has been accumulated over a period of some years and at reasonable cost by today's prices. There are current needs in some areas and demand for more housing is likely to grow as older buildings have to be replaced by more modern, and costly, housing.

The present problem in most rural areas and small communities is largely the result of increasing housing constructions costs and the inability of builders to provide single or duplex housing units at a price that will permit renting at a rate acceptable to the prospective tenant. Only in the larger centres where high rise or medium height buildings are practical can construction costs per unit offer these rental rates.

The provision of teacher housing by the Alberta Housing Corporation does not appear to be a viable alternative.

1. The Alberta Housing Corporation's rental schedule appears unrealistic on today's market and provides no incentive to provide personal accommodation.
2. The present policy of providing staff housing in the larger communities may be counter-productive to the provision of personal accommodation and/or commercial rental accommodation.

3. New staff housing at today's costs, and using the present rental schedule, would cause serious financial problems for school districts required to subsidize the difference.

4. The recommendation that maintenance be decentralized to the user department would increase rather than decrease housing problems.

RECOMMENDATIONS

19. That the present policy of the Fort McMurray school boards in providing a "Fort McMurray Living Allowance" and a "leasing rental accommodation" service in lieu of providing teacher housing be continued in view of the substantial size of the community.

20. That regulations be amended to enable school districts to debenture teacher housing at 8%. Subsidized debentures at this rate are now available to municipalities and counties.

    (x) - Estimated debenture requirements over 5 year period is $1,500,000.

    - Estimated cost of debenture subsidy over 5 year peiod if $135,000.

21. That school jurisdictions be paid a grant, equal to the Location Allowance (Part 1), for each housing unit provided teachers in communities with a population of less than 500.

    (x) - Estimated cost over 5 year period is $450,000.

    (x) Note:

        (i) This assumes that recommendation 22 is accepted.

        (ii) Approximately 70% of above requirements are in Alberta North areas.

22. That a teacher Housing Authority be created to assume responsibility for teacher housing in Area 2 in the Province and in such other school districts coming under the authority of Northland School Division. (Area 2 now includes Northland School Division, Fort Vermilion School Division, Fort Vermilion R.C.S. School District, and includes Hawk Hills School District of the Peace River School Division).

An examination of the Financial Statements of the above districts for 1974 show the following figures for teacher housing:

Operating Expenses	$ 215,461.34
Revenue	173,023.42
Net Loss	$ 42,432.92

It was noted that salaries, employee benefits, travel and subsistence expenses, taxes and shared utility costs were not included in many cases. Discussions with administrative personnel indicate that including these items would increase the net operating loss to an amount in excess of $200,000. This does not include capital costs or interest charges.

At the present time both Northland School Division and Fort Vermilion School

Division are fully dependent on Special Grants for operating losses, capital costs, and interest charges. Both are also under the control of appointed school boards. The needs of Fort Vermilion R.C.S. School District are very real.

Placing teacher housing under a separate authority would have the following desirable effects:

1. Reduce undesirable employer-employee relationship.
2. Remove Special Grants for housing from the school district budgets.
3. Provide for better long-term planning.
4. Provide for direct budget presentation by the Housing Authority to the Department of Education.
5. Provide a higher and more desirable priority for teacher housing.
6. Assist in meeting the recommendations contained in the Report of the Northland School Division Group.
7. Enable maintenance for the three school districts to be consolidated for the Fort Vermilion area.

It is estimated the $3,500,000 will be required during the next 10 year period in order to maintain improved maintenance standards for some 170 housing units, allow for inflation factors in excess of increased revenues, provide for the additional basements recommended for the Fort Vermilion School Division, and carry out the recommendations of the Northland School Division Study Group with respect to upgrading of present teacher accommodation.

It is also estimated that 50 new housing units will be required over the next 10 year period to provide for additional staff, single occupancy, a transition to more permanent housing, and replacement of obsolete units. Total cost is estimated at $2,500,000 assuming units will be paid for as built without necessity of debenture borrowing.

Interviews with board members, administrative personnel, and principals of Northland School Division indicate that, while not completely unanimous, there is strong support for placing teacher housing under a separate authority thus permitting, in their opinion, greater emphasis on the educational component of the divisions' responsibility.

There appears to be little ground for assuming significant duplication of maintenance services under a separate housing authority as present work schedules appear to deal separately with schools and residences in the majority of cases. It is of course assumed that, as with any good landlord, there would be close liaison not only with the tenent but with the employing authority. Hopefully, there would also be an exchange of

of maintenance functions when either the housing authority or school authority had maintenance personnel in an area. The housing authority might also assume responsibility for all school maintenance in certain areas on a contract basis.

A housing authority with a well-planned building program would be able to act as their own contractor for a substantial amount of construction. This would also enable them to place greater emphasis on the employment of local labor to the advantage of many remote communities.

Some of the housing units in Northland School Division were provided through joint funding with the Department of Indian Affairs. The ownership of these units might have to remain with the school division.

The housing Authority's Board of Directors could be made up of school district and Department of Education appointees, probably with an appointed chairman.

It is further suggested that the implementation of this recommendation would have substantial benefits without the requirement of additional funds above those already provided to the jurisdictions involved, unless a higher standard of maintenance and/or housing were introduced.

23. That a location factor be introduced into rental schedules for teacher housing, designed to produce a more realistic rental in established communities.

24. That teacher housing be provided as an attached unit to new school buildings in small remote northern communities.

25. That recommendation 13.5 of the Northland School Division Study Group "that provision be made in new school buildings for a modest overnight facility" be implemented.

-PART THREE-

GENERAL

During the course of this Study, as mentioned in the introduction, some teachers expressed the opinion that more, and more accurate, information should be made available to prospective teachers. They recounted problems where new teachers had arrived in a community to find conditions far different than what they had believed them to be.

Note was also taken of recommendations 9.5 in the "Report of the Northland School Division Study Group" as follows:

> That the possibility of obtaining teachers from other school jurisdictions for a year or more of service without severance of contract be explored.

Note was also taken of what appeared to be considerable duplication of recuiting efforts by officials of school authorities.

RECOMMENDATIONS

26. That the Department of Education encourage, and assist, the Alberta School Trustees' Association in establishing a program designed to attract experienced teachers on loan from other school jurisdictions for service in remote areas for periods of two years.

27. That the Department of Education encourage, and assist, the Alberta School Trustees' Association in setting up cooperative recruiting programs among school boards.

Rationale: One of the problems experienced by many remote schools is the rapid turn-over of staff. It is therefore suggested that any teacher on loan should serve for a period of two years to obtain reasonable continuity.

An extensive recruiting program appears necessary in order to obtain the necessary staff for isolated areas. The present method of duplication appears to be wasteful of senior staff time and not too productive.

The Alberta School Trustees Association, as an organization representing all school boards, seems ideally suited to undertake the suggested programs. The Department of Education in encouraging, and assisting, could make a valuable contribution.

28. That the Department of Education explore the possibilities of the Department of Municipal Affairs' assuming responsibility for electric power and water supply in remote areas without these services.

Rationale: The availablity of these services would greatly improve the conditions in many communities and relieve the school authorities of this responsibility for the schools.

29. That school boards be encouraged to up-grade telephone service to their schools and teacher residences.

Rationale: In some communities telephones, or radio-telephones are only available in a place of business or private home not readily available to the teachers.

30. That the Department of Education prepare a cross-reference between Local School Districts and Operating Schools (See Appendix 3.1)

Rationale: During our Study we discovered that Isolation Bonus payments were recorded under the name of the Local School District while the List of Operating Schools in Alberta recorded only the name of the school. No cross-reference exists. Since there are a number of schools identified by a name other than the districts' name we had some difficulty matching them up.

Ten Geographic Areas of Alberta

Area No. 1 - The New Town of Fort McMurray.

Area No. 2 - That part of the Province of Alberta lying North of Township 92 (the 24th Base Line) and West of Range 16; West of the 5th Meridian, and

that part of the Province of Alberta lying North of Township 76 (the 20th Base Line) and East of Range 14; West of the 5th Meridian, and

that part of the Province of Alberta lying North of Township 80 (the 21st Base Line), West of Range 13 and East of Range 17; West of the 5th Meridian, and

that part of Conklin School District No. 4835 lying in Township 76, and

excluding the New Town of Fort McMurray.

Area No. 3 - That part of the Province of Alberta lying South of Area No. 2 and North of Township 54, and

excluding the City of Edmonton and that area lying within a radius of 100 miles of the City of Edmonton, except Caslan School District No. 4780, and

excluding the City of Grande Prairie and that area lying within a radius of 25 miles of the City of Grande Prairie.

Area No. 4 - The City of Edmonton and that area lying within a radius of 100 miles of the City of Edmonton.

Area No. 5 - The City of Grande Prairie and that area lying within a radius of 25 miles of the City of Grande Prairie.

Area No. 6 - The City of Calgary and that area lying within a radius of 100 miles of the City of Calgary not already included in Area No. 4.

Area No. 7 - That part of the Province of Alberta lying South of a line drawn East and West through the centre of Township 20 (the North boundary of the Military Experimental Range), and excluding the City of Calgary and that area lying within a radius of 100 miles of the City of Calgary not already included in Area No. 4.

Area No. 8 - The City of Red Deer and that area lying within a radius of 100 miles of the City of Red Deer not already included in Areas No. 4 or No. 6.

Area No. 9 - That part of the Province of Alberta lying South of Township 55, and North of Area No. 7, and East of Areas No. 4, No. 6, and No. 8.

Area No. 10 - That part of the Province of Alberta lying South of Township 55, and West of Areas No. 4, No. 6, and No. 8.

LOCATION ALLOWANCE SCORE SHEET

(For Departmental Use)

Part 1

1. School District, Division or County _____ (name) No. ____

   School _____ (name) Local School District _____ (name) No. ____

2. Area Allowance (if any) _____

3. No road access (except winter road) 30

   Less: Scheduled Air Service 6

   Summer Barge Service 6

   Railway Service 9 _____

4. Road access - Distance by travelled road to closest Provincial Highway

   Over 75 miles 15

   51 to 75 miles 11

   26 to 50 miles 7

   10 to 25 miles 3

   Less: Railway Service 3 _____

5. Medical Services

   Over 75 miles 15

   51 to 75 miles 11

   26 to 50 miles 7

   15 to 25 miles 3 _____

6. Size of Staff

   1 room 12

   2 rooms 9

   3 to 5 rooms 6

   6 to 9 rooms 3 _____

7.	Communications		16	
	Less: Regular Telephone Service	9		
	Toll Station Only	6		
	Radio-telephone	3		
	Radio Reception	3		
	Daily Mail Service	4		
	Less than Daily Mail Service	2		
8.	Other Services		18	
	Less: Grocery Outlet	6		
	Bank or Credit Union	3		
	Curling Rink	3		
	T.V. Reception	6		

Total Score

Value _____points x _____ = $ _____

****

Part 2

1 room school $_____

2 room school $_____

3 room school $_____

Area. No. 1 $_____

LOCATION ALLOWANCE - APPLICATION FORM

Part 1

1. School District, Division or County _____ No. ____

   School _____ Local School District (name) _____ (name) No. ____

   Location of School -- Sec.___ Twp.___ Rge.___ W ___ Meridian.

   Post Office Address of School _____

   Number of Teachers _____ Pupils _____ Grades _____

2. Do you have:

   Road Access _____

   Scheduled Air Service _____

   Summer Barge Service _____

   Railway _____

3. Nearest Provincial Highway by travelled road -

   Highway No. ____ Distance _____

4. Hospital and Doctor -

   Location _____ Distance _____

5. Other Schools - If there is another school in your community -

   Largest School _____ Number of Teachers _____

6. Do you have:

   Regular telephone service _____

   Toll Station Only _____

   Radio-Telephone Only _____

   Radio Reception Only _____

   Daily Mail Service _____

   Less Than Daily Mail Service _____

7. Grocery Outlet - Local _____ Located at _____ Miles ____

   Bank or
   Credit Union - Local _____ Located at _____ Miles ____

8. Curling Rink - Local _____ Located at _____ Miles ____

T.V. Reception _____

Signed _____

Secretary-Treasurer

LOCATION ALLOWANCE - APPLICATION FORM

Part 2

1. School District, Division or County _____ (name) No. _____

   School _____ Local School District _____ (name) No. _____

   Location of School -- Sec. ____ Twp.____Rge.____ W ____Meridian.

   Post Office Address of School _____

   Number of Teachers _____ Pupils _____ Grades _____

2. This application is in respect of a

   1, 2, or three room school

   Is this school located in a Colony? _____ Yes or No

   If so _____ (name of Colony)

   (It is understood that a claim can only be made under this section if no other school of more than three rooms is operating in this community).

3. This application is in respect of location in

   Area No. 1 established for Location Allowances.

_____

Secretary-Treasurer

Appendix 1.5

Selected Allowances, Bonuses and Salary Modifiers

1975 ALBERTA ISOLATION BONUSES

ISOLATION BONUS SCORE SHEET (1975)

School District _____ No. ____ Inspectorate _____

Number of rooms _____ Date _____

Note: Scorer will place the total number of points for each item on the line at the right. The sub-scores given under each item are for guidance. They must be circled to show how the scores for the items have been arrived at.

1. Distance by rail from nearest of Edmonton, Calgary, Lethbridge or Medicine Hat..... _____

200 miles or more	5
150 miles to 199 miles	3
100 miles to 149 miles	1

(Place score for item here)

2. Distance from railway station..... _____

75 miles or more	5
50 to 74 miles	4
30 to 49 miles	3
20 to 29 miles	2
10 to 19 miles	1

3. Inaccessibility of school by car from station due to snow, mud and rivers: (Five year average should be considered)..... _____

6 to 10 months a year	5
4 to 5 months a year	4
2 to 3 months a year	3

4. Distance from post office or rural delivery..... _____

1 or fewer	2
2 per week	1

5. Mail services per week: nearest post office or rural delivery..... _____

1 or fewer	2
2 per week	1

6. Distance from any store..... _____

10 or more miles	2
5 to 9 miles	1

7. Distance from another accessible operating school ..... _____

15 or more miles	3
10 to 14 miles	2
6 to 9 miles	1

8. Distance from doctor or hopsital..... _____

75 miles and over	5
50 miles to 74 miles	4
30 miles to 49 miles	3
20 miles to 29 miles	2
10 miles to 19 miles	1

9. Distance from telephone..... _____

15 miles or more	2
5 miles to 14 miles	1

10. Condition of roads in school district..... _____

Never passable for car	4
Passable less than 4 months per year	2
Passable less than 8 months per year	1

11. Living conditions (Maximum 12).. ..... _____

(a) Boarding:
Very unsatisfactory becasue of:

(i)	Lack of privacy No privacy whatsoever (open Partition, curtained off, etc.)	3
	Some privacy (sleeping with children, etc.)	2
	Fair privacy, but not complete	1
(ii)	Type of people, Uncooperative Unsympathetic Not congenial	3, 2 or 1
(iii)	Nature of home Lack of cleanliness Lack of facilities Lack of good food	3, 2 or 1

(b) Teacherage (Maximum 9)

Single room	1
Lack of repair	1
Cold, poorly insulated	1
Lack of furnishings	1
Lack of suitable water facilities	1
Lack of cupboards, shelves & closets	1
Lack of cellar	1
Isolated (Over ½ mile from neighbors)	2

12. School building (Maximum 5) ..... _____

Log or poor frame	1
Old or unpainted	1
Needing repairs	1
Poorly furnished	1
Unattractive surroundings or site	1

13. Language of community..... _____

Definitely non-English	1
Some English-speaking	2
Evenly divided	1

14. Cultural level of community (Maximum 4) ..... _____

(a) Social:	low	2
	fair	1
(b) Educational:	low	2
	fair	1

15. Number of pupils in school (enrolled)..... _____

Over 40	4
35 to 39	3
30 to 34	2
20 to 29	1

16. Unassigned (Give details and add from 0 to 5 points) (not to include factors 1 to 15)..... _____

_____

_____

_____

_____

_____

TOTAL: _____

_____

Scorer

General Information

1. Predominant racial origin and language of community _____

   Language (other than English) understood and spoken by teacher _____

2. Predominant religious denomination of community a) _____ (%)

   b) _____ (%)

   Religious denomination of teacher _____

Schedule of Isolation Bonus Rates - Eff. January 1, 1975

Class	Schedule of Values as per score sheet	1 & 2 Rooms	3 & 4 Rooms	5 Rooms & Over
1. A1	(46 - 60 incl.)	$575	$460	$345
A2	(37 - 45 incl.)	518	414	311
B	(30 - 36 incl.)	345	276	207
C	(22 - 29 incl.)	288	230	173
D	(Special cases)	173	138	---

(no grant under $100 per room)

Cardston Division No. 2
Willow Creek Division No. 28
Pincher Creek Division No. 29
Wainwright Division No. 32
Westlock Division No. 37
Foothills Division No. 38
Calgary Division No. 41
Vulcan County No. 2
Ponoka County No. 3
Newell County No. 4
Warner County No. 5
Stettler County No. 6
Wetaskiwin County No. 10
Barrhead County No. 11
Smoky Lake County No. 13
Wheatland County No. 16
Strathcona County No. 20
Camrose County No. 22
Red Deer County No. 23
Leduc County No. 25
Lethbridge County No. 26
Minburn County No. 27
Flagstaff County No. 29

PERIPHERAL DIVISIONS - EFFECTIVE JANUARY 1, 1975

Class	Schedule of Values as per score sheet	1 & 2 Rooms	3 & 4 Rooms	5 Rooms & Over
2. AA	(52 - 50 incl.)	$860	$690	$518
BB	(46 - 51 incl.)	690	552	414
CC	(37 - 45 incl.)	575	460	345
DD	(30 - 36 incl.)	518	414	311
EE	(21 - 29 incl.)	345	276	207
FF	(Special Cases)	230	184	138

Berry Creek Division No. 1
Medicine Hat Division No. 4
Acadia Division No. 8
Rangeland Division No. 9
Peace River Division No. 10
Yellowhead Division No. 12
Rocky Mountain Division No. 15
Neutral Hills Division No. 16
Provost Division No. 33
Bonnyville Division No. 46
Spirit River Division No. 47
High Prairie Division No. 48
Fairview Division No. 50
Lac La Biche Division No. 51
Fort Vermilion Division No. 52
East Smoky Division No. 54
Three Hills Division No. 60
Northland Division No. 61
Grande Prairie County No. 1
Forty Mile County No. 8
Beaver County No. 9
Athabasca County No. 12
Paintearth County No. 18
St. Paul County No. 19
Vermilion River County No. 24
Lacombe County No. 14

3. Designated areas in the periphery qualify for 100% of the bonus regardless of room count.

4. Hutterite Schools qualify for a uniform rate of $518.00.

Authority for Isolation Bonus
(Alberta)

School Grants Regulations - Amended 30/06/75

16. With respect to any teacher employed by a board in an area previously designated by the Deputy Minister to be isolated, a sum not to exceed $ 860. (Amended by Alberta Regulation No. 61/75)

① No district
② Indian Schools
③ Closed

NORTHERN ALLOWANCE AND ISOLATION

BONUS INCLUDING THE PROVINCIAL

ISOLATION BONUS

January 1- December 31, 1975

Class 1 - $1,900.	Chipewyan Lakes	Garden Creek
	Pelican Mountain	
	Trout Lake	
Class 2 - $1,500.	Peerless Lake	② Jean D'Or
	Cadotte Lake	Fort Chipewyan
	② Fox Lake	Loon Lake
	Little Buffalo	Janvier
	① Nose Creek	
Class 3 - $1,125.	③ Anzac	Conklin
	Paddle Prairie	Gift Lake
	Fort MacKay	Atikameg
	Keg River	Steen River
	① Zama City	① Brewster's Camp
Class 4 - $ 900.	Menno-Simons	Desmarais
	Utikuma	Fishing Lake
	Elizabeth	Calling Lake
	Wabasca	
Class 5 - $ 400.	Grouard	

Northland School Division Local of the Alberta Teachers' Association

per .....

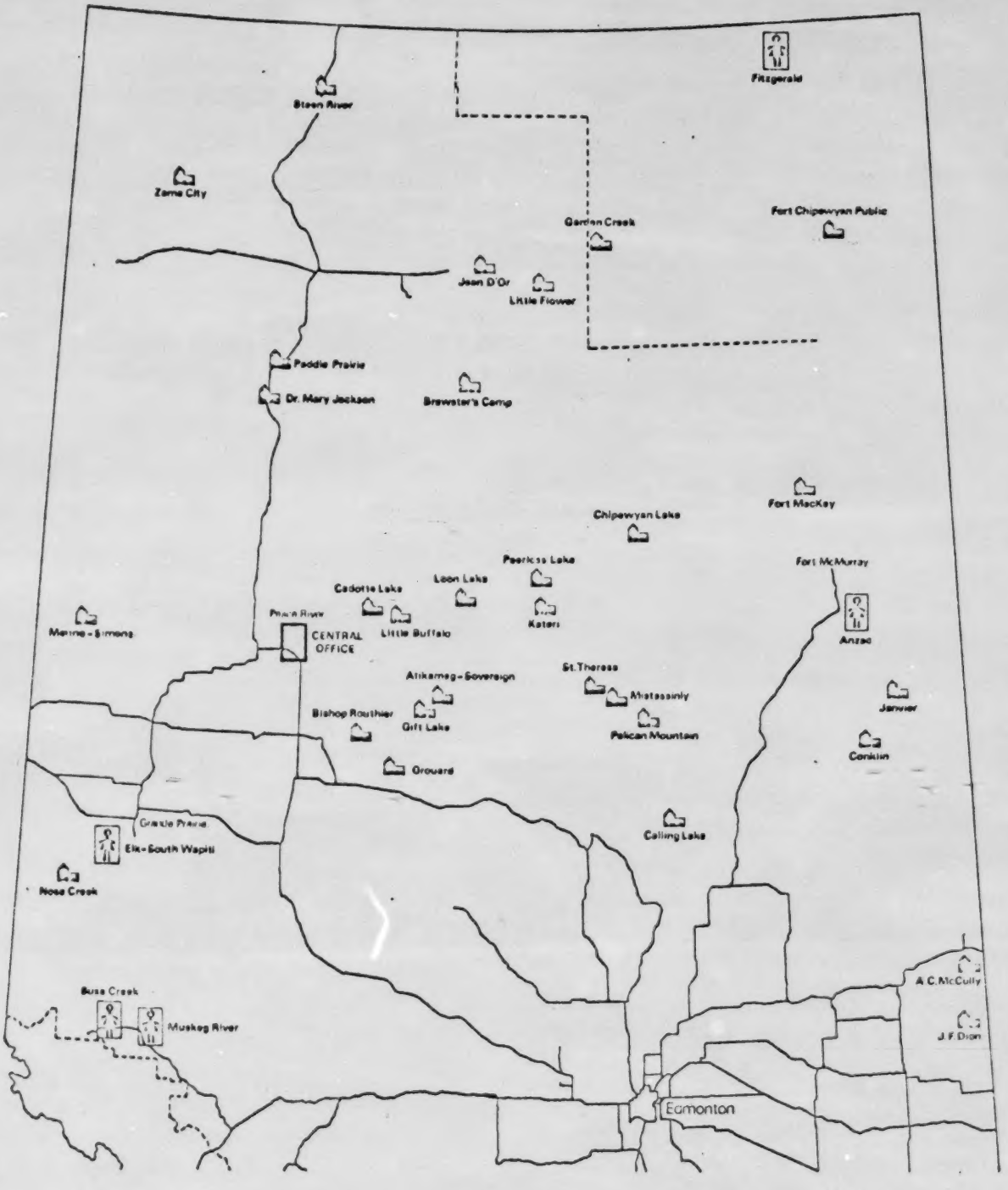
per .....

Northland School Division No. 61

per .....
Chairman

per .....

per .....
Secretary Treasurer



NORTHLAND SCHOOL DIVISION NO. 61

46

Master Agreement
between
The Government of the Province of Alberta
and
The Civil Service Association of Alberta
May 13th, 1975

****

ARTICLE 22

Northern Allowance Pay

22.01 An Employee who is required to be employed at either of the following locations in the Province of Alberta shall, for each month served, be paid in addition to his basic salary, a Northern Allowance of:

(a) One hundred and twenty-five dollars when employed at a location north of the 57th parallel of north latitude; or,

(b) One hundred dollars when employed at a location north of the 22nd base line, east of the 112th degree of longitude, and south of the 57th parallel of north latitude.

22.02 For partial months of employment an Employee eligible for Clause 22.01, Sub-clause (a) or (b) shall receive northern allowance payment in accordance with the following formula:

$$\frac{\text{Annual Northern Allowance}}{261} \times \text{number of days worked.}$$

22.03 An Employee not residing in the Northern Areas specified in Clause 22.01, who is on travel status will not be eligible for Northern Allowance Pay.

Note: The 57th parallel of north latitude corresponds approximately with the 24th baseline.

The Frontier School Division No. 48

Manitoba

Effective January 1, 1975.

****

3.07 - Isolation Allowance

Isolation Allowances for teachers in certain schools of the Division shall be paid in accordance with the schedule shown below. To qualify for isolation allowance at the married status rates, one of the following conditions must exist:

1) In the case of a married teacher, the spouse must be residing at the isolated post and claimed as a dependent in the teacher's TD-1 Form.

2) In the case of a widow or widower, or a teacher who is divorced or legally separated, there must be one or more dependents (children) under the age of 18 residing with the teacher at the isolated post, and claimed as dependents on the teacher's TD-1 form.

	School	Married Status	Single Status	No. pupils	Road or R.R.
1.	Big Black River	1150	863	15	none
2.	Brochet	1150	863	226	none
3.	South Indian Lake	1150	863	224	none
4.	South Bay	1150	863	8	Road
5.	Warrens Landing	1150	863	15	none
6.	Cold Lake	1035	776	46	R.R.
7.	Pikwitonei	1035	776	77	R.R.
8.	Ilford	1035	776	59	R.R.
9.	Berens River	805	604	329	none
10.	Cormorant	805	604	159	R.R.
11.	Loon Straits	805	604	9	none
12.	Moose Lake	805	604	314	none
13.	Princess Harbour	805	604	8	none
14.	Thicket Portage	805	604	90	R.R.
15.	Jenpeg	805	604	98	Road
16.	Anama Bay	690	518	29	Road
17.	Gillam	690	518	580	R.R.
18.	Norway House (Rossville)	690	518	651	none
19.	Sceptre-Dillingham	690	518	17	none
20.	Wabowden	690	518	408	Road & R.R.
21.	Matheson Island	460	345	33	none
22.	Pelican Rapids	460	345	186	Road
23.	Bissett	345	259	N.A.	Road
24.	Grand Rapids	345	259	302	Road
25.	Wanipigow	345	259	211	Road
26.	Cranberry Portage	345	259	221	Road & R.R.

Teachers' Local Agreement
The Northern Areas School Board
Saskatchewan
Effective January 1, 1975

APPENDIX C

BASIS FOR POINT ALLOTMENT

SPECIAL NORTHERN ALLOWANCES

1. Air Access

Relative positions of each school in relation to others. Factors such as: charter or scheduled flights, taxi to point of take-off, overnight risk, airstrip during freeze-up, actual cost of trip, etc.

2. Road Access

One point for each 50 miles of road from Prince Albert.

3. Medical Services

Hospital and doctor	-	0 points
Outpost with nurse	-	1 point
Dispensary and nurse	-	2 points
Nursing station (regular visits)	-	3 points
Visiting nurse	-	4 points
No service	-	5 points

4. Food Costs

Allow one point for every 3% that food costs exceed Prince Albert prices
two points for the 6% increase costs over rise in costs of province as per food survey
two points for 1 store
4 points for no store
2 points for special circumstances

5. Other Services

Three points for each centre, then deduct one point for each service available: e.g. R.C.M.P., garage, store, etc.

6. Size of Staff

1 - 2	-	4 points
3 - 4	-	3 points
5 - 8	-	2 points
9 - 12	-	1 point
13 and over	-	0 points

7. Entertainment

Allow three points for each centre, and deduct one point for each type available: e.g. curling, theatre, T.V., etc.

8. Communications

Allow three points, deduct one point for each type available: e.g. telephone, good mail, AM radio.

9. Size of Community

Up to 125 in population	-	3 points
126 - 250 in population	-	2 points
251 - 350 in population	-	1 point
over 350 in population	-	0 points

NORTHERN ALLOWANCE

Location	Special												Basic	Total
	Air Access	Road Access	Medical Services	Food Costs	Other Services	Size of Staff	Entertainment	Communications	Size of Community	Total Points	$28.75/point	Amount to the nearest $50.	$660.00	
Beauval La Plonge	0	4	2	9	1	0	1	0	0	17	488.	500.	660.	1160.
Beauval Village	0	4	2	9	1	0	1	0	0	17	488.	500.	660.	1160.
Brabant Lake	0	5	5	21	2	4	3	2	3	45	1293.	1300.	660.	1960.
Buffalo Narrows	0	5	1	9	0	0	0	0	0	15	431.	450.	660.	1110.
Cornell Portage	15	0	4	36	2	4	2	2	3	68	1955.	1950.	660.	2610.
Cole Bay	0	5	4	10	2	3	2	1	2	29	833.	850.	660.	1510.
Cumberland House	0	4	1	7	0	0	0	0	0	12	345.	350.	660.	1010.
Denare Beach	0	5	0	3	0	4	0	0	0	12	345.	350.	660.	1010.
Deschambault	0	6	3	15	2	2	1	1	2	32	920.	920.	660.	1580.
Dore Lake	0	3	4	7	2	4	1	1	3	25	718.	700.	660.	1360.
Green Lake	0	3	1	5	0	0	0	0	0	9	259.	250.	660.	910.
Ile a la Crosse	0	5	0	7	0	0	0	0	0	12	345.	350.	660.	1010.
Jans Bay	0	5	4	12	3	4	3	1	3	35	1006.	1000.	660.	1660.
Kinoosao (Co-Op)	7	3	4	26	1	4	3	3	2	53	1523.	1500.	660.	2160.
La Loche	0	7	2	11	0	0	1	0	0	21	603.	600.	660.	1260.
La Ronge	0	3	0	5	0	0	0	0	0	8	230.	250.	660.	910.
Michel Village	1	5	4	17	3	4	3	2	3	42	1207.	1200.	660.	1860.
Missinipi (Otter)	0	4	4	12	1	4	3	2	3	33	948.	950.	660.	1610.
Pinehouse	4	3	4	18	2	1	2	1	0	35	1006.	1000.	660.	1660.
Sandy Bay	0	7	1	13	2	2	1	0	0	26	747.	750.	660.	1410.
St. George's Hill	1	5	5	17	3	4	3	2	3	43	1236.	1250.	660.	1910.
Stanley Mission	2	3	3	16	2	1	2	1	0	30	862.	850.	660.	1510.
Stony Rapids	8	0	1	31	1	3	2	0	2	48	1379.	1400.	660.	2060.
Sturgeon Landing	0	6	4	15	2	3	1	2	2	35	1006.	1000.	660.	1660.
Timber Bay	0	2	4	12	3	3	2	1	3	30	862.	850.	660.	1510.
Turnor Lake	0	7	4	14	3	2	2	2	1	35	1006.	1000.	660.	1660.
Wagstaw	0	2	3	9	1	3	1	1	1	21	603.	600.	660.	1260.
Wollaston Lake	8	3	2	26	1	3	2	2	0	47	1351.	1350.	660.	2010.

SECTION 4 - ALLOWANCES

4.1 Northern Allowances

4.1.1 The basic Northern Allowance for all teachers shall be $660 per academic year. The special northern allowance for all teachers shall be as provided for by the point allotment set out in Appendix C.

4.2 Special Allowances

4.2.1 One-roomed Schools

The allowance for teachers in one-roomed schools shall be $500.00

Province of Ontario - The Northern Corps

The Northern Corps

Because of the diverse conditions that exist in the various regions in Ontario, the activities of the individual regional offices of the Ministry of Education vary considerably. One special service provided by the Ministry and carried out almost entirely by the three offices in Northern Ontario is the Northern Corps - a team of teachers specially trained to serve in isolated areas. Regional office professional staff make frequent visits to Northern Corps schools to help teachers plan their programs and solve specific problems.

Northern Corps schools are located in very isolated areas, some of which are without roads and occasionally without rail service, and as much as a hundred miles from the nearest doctor or hospital. (Medical and dental services are provided by a unit of the Public Health Services, Ministry of Health, which tours these communities regularly.) Despite their isolation, these schools are in communities, and a child rarely lives more than a mile from his school. For the 1974-75 school year, enrolment in Northern Corps schools ranged from 5 to 135, with a total of 640 pupils in 17 schools staffed by 32 teachers.

Size and isolation have not prevented the Ministry from ensuring that these schools are equipped with modern teaching aids, including videotape recording equipment and 16 mm projectors. The regional office resource centre in Sudbury has an extensive collection of teaching materials, including films, filmstrips, videotapes, games, tapes, records, and books. The Thunder Bay and North Bay offices also have some of these materials, all of which are available on loan to the Northern Corps schools. The accommodation, both in the teachers' living quarters and in the classrooms, is usually modern and comfortable, although occasionally living quarters that are separate from the school building have no electricity or indoor plumbing. More than a million dollars was spent by the Ministry during the 1974-75 school year on maintaining and servicing Northern Corps schools.

Each of the three regional offices in Northern Ontario holds a professional development program in the fall specifically for teachers in Northern Corps and other isolated schools. In addition, an intensive one-week orientation program is held by the Ministry each summer for new Northern Corps teachers and teachers of isolated boards. Fifty teachers attended the course held at the University of Western Ontario in August 1974. In addition to providing special teaching ideas and assistance, the course prepares teachers for the various experiences and problems they may encounter in these remote areas.

The teachers attend to minor school repairs themselves, but service people are flown in to take care of major emergencies. All Northern Corps schools can contact their regional office either by telephone or two-way radio. Although one school this year had five teachers and another had four, all others had only one or two teachers. The summer course and the professional development programs have the added benefit of allowing these teachers to realize that they are part of a group providing a special service rather than individuals working in total isolation.

Although Northern Corps schools have many characteristics and problems in common, it is not really possible to choose one and say that it is typical. A description of one school, however, will give some idea of the conditions under which Northern Corps teachers live and teach. Ferland is on the Canadian National Railway line near the north shore of Lake Nipigon. There is no road into Ferland, but the village is only about 30 miles from Armstrong, which can be reached by gravel road from Thunder Bay, about 150 miles to the south. The distance from Thunder Bay to Ferland is less than 200 miles, but train schedules are such that a one day visit from the regional office necessitates a three day trip. For this reason, charter flights landing on Onaman Bika Bay off Lake Nipigon are frequently used, especially in cases of emergency.

Ferland Public School was built in 1968 of aluminum siding. It has two classrooms and an apartment for the teachers consisting of a combined livingroom-kitchen and two bedrooms. Diesel motors generate power and the building is heated by an oil furnace, with the oil and diesel fuel being delivered twice a year. For the 1974-75 school year, Ferland had 34 pupils and two teachers. (Where a school requires two teachers, the Ministry hires a husband and wife team or two men or two women so that only one apartment needs to be provided.) All the pupils at Ferland live within a half mile of the school.

Interview with

Lorne R. Smith

Ministry of Education

Each teacher receives a "Northern service allowance" of $ 1,500.00 per year, three return trips a year, and a full length furhooded winter coat with Northern Corps flashes.

Recent policy is to include living accomodation for teachers in all new schools being built.

DEPARTMENT OF EDUCATION
35-39 BRIDGE AND 24-30 LOFTUS STREETS, SYDNEY
ADDRESS COMMUNICATIONS TO BOX 33, G.P.O. SYDNEY, N.S.W. 2001

IMPORTANT: IN YOUR REPLY QUOTE
Rl:LAW:MP
FOR FURTHER INFORMATION REFER TO
20504 EXTENSION, 623
TELEGRAMS: "SCHOOLS SYDNEY"

Mr. E. Gunnar Wahlstrom,
Research Officer,
Planning and Research Branch,
P.O. Box 360,
Slave Lake,
ALBERTA, CANADA.

9th December, 1975.

Dear Sir,

I refer to your letter of 10th October 1975, in which you seek information concerning the policy of the New South Wales Education Department for the payment of bonuses to teachers employed in the more remote areas of the State.

Details of these allowances are set out in Determination 20 of the Teaching Services Act, 1971, published as a Special Issue of the Education Gazette, February 1971.

Isolation benefits are payable to teachers working in areas of the State lying west of the 144th meridian of longitude or at such other places west of the 145th Meridian as the Public Service Board may determine.

The main benefits available to such teachers are:

(1) A Vacation Allowance - one extra week is granted on the long vacation which commences towards the end of the calendar year.

(2) A Living Allowance may be granted by the Director-General as compensation for climatic conditions and/or extra cost of living. Depending on the degree of remoteness allowances are as follows:

Married	Single
$260	$208
$325	$260
$390	$312

In any special case the amount of the allowance as determined may be varied or modified by the Public Service Board.

The term "married" shall extend to widowers or widows with dependent child or children. Any single member who satisfies the Director-General that he has to maintain a home where he resides, and supports dependent relatives therein, may be granted the same allowance as a married member.

Where a married member's family resides at a place to the east of the line specified, the allowance may be paid only at the rate prescribed for a single member.

A member permanently employed at a place to the east of the line specified by the Determination, but compelled to reside to the west of the line by reason of difficulty in obtaining suitable accommodation, may apply in writing for the grant of an allowance under this determination. Where the Director-General is satisfied that the facts stated in the member's application are correct he may approve the application. An allowance granted in these circumstances is subject to review on any change in the position as to the member's accommodation.

(3) Disability Allowance. This allowance (in addition to living allowance) is paid at the following rates to teachers in remote areas: Juniors $104; Adults $130; Married men only $183.

Members who have been stationed for a continuous period of two years in a remote part of the State with a trying climate are entitled to be transferred as soon as possible after the expiration of the period mentioned to a more favourable locality.

(4) Travelling Allowance. Members travelling in their own cars, with the approval of the Director-General, are entitled to an allowance when proceeding on recreation leave, providing they are stationed west of the 145 meridian. This allowance applies only once a year and to qualify for payment they are required to travel over 960 kilometres (including the return journey.) Rates of allowance vary with engine capacity
- over 1600 c.c. engine capacity 7.38 cents per kilometre
- under 1600 c.c. engine capacity 6.28 cents per kilometre.

In other cases reasonable expenses in excess of $14.00 necessarily incurred by him for fares and conveyance of himself and family are allowed. Sustenance allowance may be paid on no more than one night each on the forward and return journeys.

The allowance applies once only per year and the upper limit of payment is $100.

Accommodation of Teachers

In general, teachers are expected to provide their own accommodation. However, transferred married teachers who are adversely housed may apply through the Department to the Teacher Housing Authority for the tenancy of a Teacher Housing Authority cottage or single unit. The Teacher Housing Authority determines allocations of tenancy and annually determines the country towns where additional cottages are to be erected or acquired.

Teachers who wish to be considered for the tenancy of one of these cottages or units are required to complete an application form and forward it direct to the Welfare Officer, Department of Education.

Rentals are charged on an authorized scale and deductions are made from salary by the Department and paid to the Teacher Housing Authority.

I trust that this information may prove helpful to you.

Yours faithfully,

L.A.WHITEMAN,
Chief, Division of Planning.

Hutterite Schools Receiving Isolation Bonus

January 1, 1975

	1-Room	2-Room
Cardston School Division No. 2	Lone Rock East Elm Old Elm New Elm Stand Off West Raley Harris Ranch Ridge La Prairie	East Cardston
Willow Creek School Division No. 28	Ewelme	Daly Creek Ewelme Table Butte
Pincher Creek School Division No. 29	Pincher Creek New Yarrow	Waldron
Wainwright School Division No. 32	Holt Colony Ribstone Colony	
Westlock School Division No. 37	Hillman	
Foothills School Division No. 38	Mosquito Creek McMillan	
Calgary School Division No. 41	Elba South Beiseker West Haven	
Vulcan County No. 2	New Dale	
Ponoka County No. 3	Sylvan Heights	
Newell County No. 4	Bow Bridge County Ivanhoe	
Warner County No. 5	Troy Reservoir Dunbar Miami Elmspring O.K. New Rockport	
Stettler County No. 6		Star Ridge
Smoky Lake County No. 13	Smoky Lake	

	1-Room	2-Room
Wheatland County No. 16	Sayre Rosebud River Hines New Springvale Towers Rising Sun	
Strathcona County No. 20	Castle	
Camrose County No. 22	Dinant	
Red Deer County No. 23	Pine Hill	
Leduc County No. 25	Warburg	
Lethbridge County No. 26	Allenby Hofman Rock Lake Chin Lakes Gold Ridge	
Minburn County No. 27	Percy Lake Pleasant Ridge	
Flagstaff County No. 29		Lorraine
Medicine Hat School Division No. 4	Hilda	
Acadia School Division No. 8	Superior	
Rangeland School Division No. 9	Handhill Lake	
Yellowhead School Division No. 12	Lutz Grove	
Neutral Hills School Division No. 16	Harts	
Provost School Division No. 33	Highland View	
Three Hills School Division No. 60	Huxley Valley View	
Forty Mile County No. 8	Rocky Lake Rosedale	
Beaver County No. 9	Holden	
Athabasca County No. 12	Athabasca Colony	
Paintearth County No. 18	Lanes Lake	

	1-Room	2-Room
Vermilion River County No. 24		South Ferriby
Lacombe County No. 14		Pleasant Valley Leedale

34 School Authorities

Operating	66	1-room Hutterite Schools
	7	2-room Hutterite Schools
TOTAL	73	

Appendix 1.7

Comparative Costs

Estimated Annual Cost of Recommended Location Allowances

Hutterite Schools

66	1-Room	$600.00	$ 39,600.00	
7	2-Room	450.00 x 2	6,300.00	
				$ 45,900.00
		Area No. 2 - formula		290,775.00
		Area No. 3 - formula		97,175.00
		Area No. 9 - formula		7,275.00

To be claimed under Part 2

1	1-Room School	$600.00	$ 600.00	
3	2-Room Schools	450.00 x 2	2,700.00	
7	3-Room Schools	300.00 x 3	6,450.00	
				9,750.00
Total for schools previously receiving Isolation Bonus				$ 450,875.00

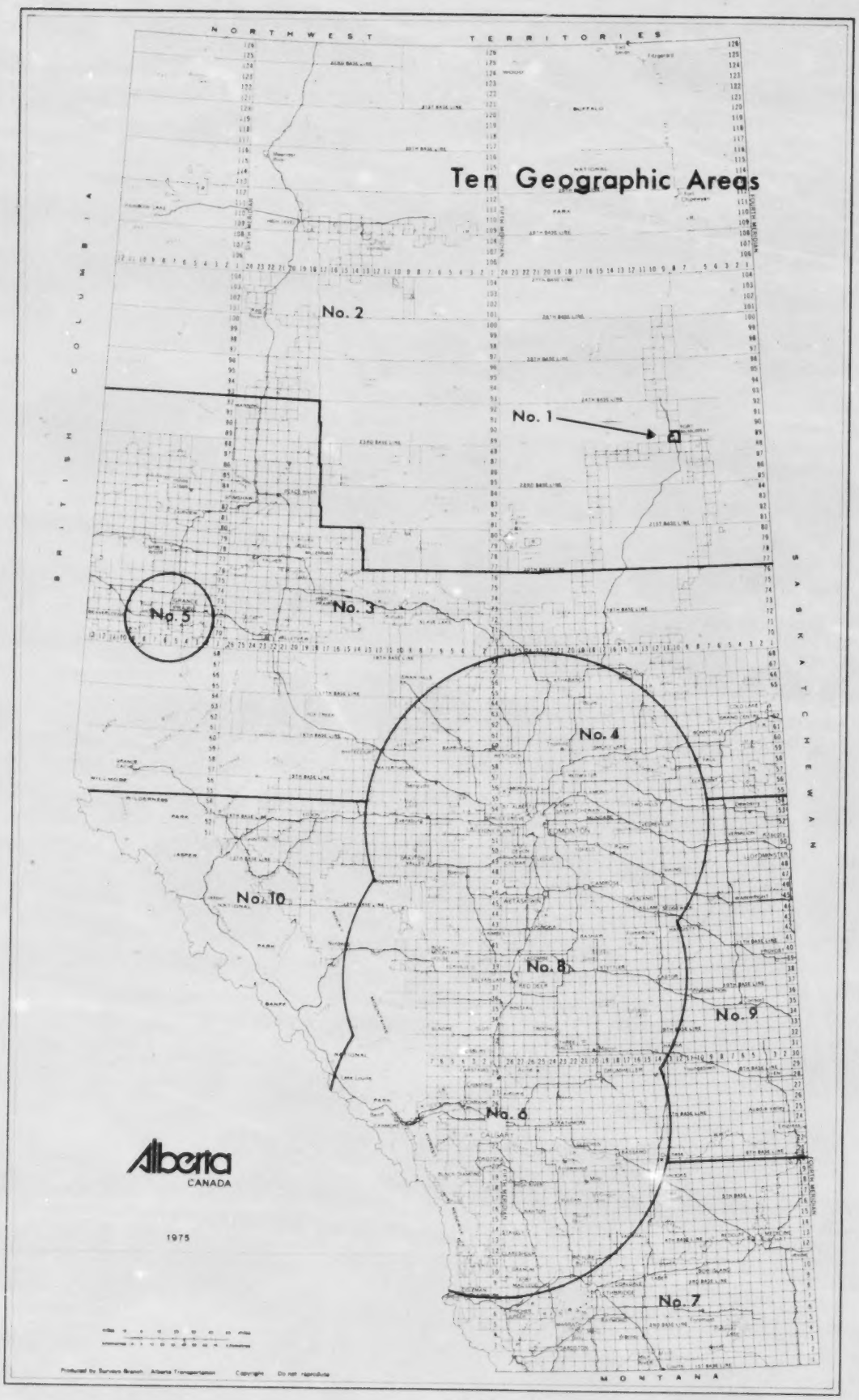
Additions

		Area No. 1		300,000.00 (1)
11	1-Room Schools	$600.00	$ 6,600.00	
16	2-Room Schools	450.00 x 2	14,400.00	
24	3-Room Schools	300.00 x 3	21,600.00	
				42,600.00 (2)
Estimated new claims from Areas No. 3 and 9				40,000.00
				833,475.00
Estimated cost of "phasing in" first year				10,496.00
			Annual Cost	$843,971.00
Less:	Present Isolation Bonus		263,614.50	
	Special Grant Contribution to Northland School Division		62,506.00	
				326,120.50
			Net Cost	$517,850.50

Note (1) It is estimated that teaching staff will increase to 200 in 1976.

(2) This amount will be somewhat decreased as List of Operating Schools will include some on Indian Reserves.

One 3-room school employs 3 1/2 teachers.


Ten Geographic Areas
NORTHWEST TERRITORIES
BRITISH COLUMBIA
SASKATCHEWAN
MONTANA
No. 1
No. 2
No. 3
No. 4
No. 5
No. 6
No. 7
No. 8
No. 9
No. 10
Alberta
CANADA
1975

Location Allowances Reduced or Eliminated

		Previous	Recommended
Hutterite Schools - 7 2-Room Schools		518	450
Warner County No. 5 (1)			
Masinasin	4 room	414	---
Wetaskiwin County No. 10 (2)			
Buck Lake	4 rooms	230	---
Alder Flats	12 rooms	173	---
Rocky Mountain School Division No. 15(3)			
Nordegg	3 rooms	345	300
Bonnyville School Division No. 46(3)			
Iron River	11 rooms	311	300
High Prairie School Division No. 48 (3)			
Jean Cote	2 rooms	460	450
Kinuso	17 rooms	207	175
Lac La Biche School Division No. 51(3)			
Caslan	7 rooms	460	375
East Smoky School Division No. 54(3)			
Fox Creek	24 rooms	518	175
Grande Prairie County No. 1(4)			
La Glace	6 rooms	207	---
Teepee Creek	6 rooms	207	---
Grovedale School District No. 4910(5)			
Grovedale	3 room	414	300
Forty Mile County No. 8(6)			
Manyberries	8 1/2 rooms	207	---
Conquerville	4 1/2 rooms	207	---

Notes - (1) Eliminated by Area No. 7
(2) Eliminated by Area No. 4
(3) Eliminated by Area No. 10 - Claim under Part 2.
(4) Eliminated by Area No. 5
(5) Eliminated by Area No. 5 - Claim under Part 2
(6) Eliminated by Area No. 7

Isolation Bonuses Eliminated

Warner County No. 5			
Masinasin	4 rooms	414	1,656
Wetaskiwn County No. 10			
Buck Lake	4 rooms	230	920
Alder Flats	12 rooms	173	2,076
Grande Prairie County No. 1			
LaGlace	6 rooms	207	1,242
Teepee Creek	6 rooms	207	1,242
Forty Mile County No. 8			
Manyberries	8 1/2 rooms	207	1,759.50
Conquerville	4 1/2 rooms	207	931.50
			$ 9,827.00

Additional Costs if recommendations for Location Allowances applied to schools at present receiving Isolation Bonuses

	Present Isolation Bonuses	Recommended Location Allowances
Hutterite Schools	$ 41,440.00	$ 45,900.00
Area No. 2	118,879.00	290,775.00
Area No. 3	80,664.00	97,175.00
Area No. 9	4,352.00	7,275.00
Claims under part 2	8,452.50	9,750.00
	253,787.50	450,875.00
Eliminated	9,827.00	
Estimated cost of "phasing in" provision. Recommendation No. 18		10,496.00
	$ 263,614.50	$ 461,371.00
Special Grant contribution to Northland School Division towards payment of present additional allowances.		
Area No. 2 51,896.00		
Area No. 3 10,610.00	62,506.00	
	$ 326,120.50	$ 461,371.00
		326,120.50
Additional Costs		$135,250.50

Hutterite Schools

Recommended Location Allowances:		
66 1 room schools	600.00	39,600.00
7 2 room schools	450.00 x 2	6,300.00
		$ 45,900.00
(X) 73 Hutterite Schools receiving Isolation Bonuses		
	518.00 x 80	41,440.00
	Additional Cost	$ 4,460.00

(X) Note: 66 schools @ 1 teacher 66
7 schools @ 2 teachers 14
80

Area No. 2

Recommended Location Allowances Compared With Other Allowances

Present Provincial Isolation Bonus Contribution	$118,879.00
Present additional contribution to Northland School Division by Special Grant	51,896.00
	$170,775.00
Average for 208 1/2 teachers	$ 819.07

****

(a) 1975 Northern Allowance for Provincial Government employees North of 24th Base Line — 1,500.00

(b) 1975 Salary Modifier for Department of Advanced Education employees South of 24th Base Line — 900.00

Average of (a) and (b) if applied to the teachers employed in Area No. 2.

Employed North of 24th Base Line	132 1/2	
Employed South of 24th Base Line	76	
Average	208 1/2	1,281.29

****

Recommended Location Allowance for Area No. 2.	$ 290,775.00
Average per teacher	1,394.60

****

Note: An examination of the deployment of personnel indicates a much higher percentage of Provincial Government and Department of Advanced Education employees are located in the larger communities compared to teachers employed by the school jurisdictions.

Area No. 2

Cost of Implementing Recommended Location Allowances

		Cost of Current Isolation Bonuses	Cost of Recommended Location Allowances
(1)	North of 24th Base Line	$ 67,119	158,925
(2)	South of 24th Base Line	51,760	131,850
		$ 118,879	$290,775
(X)	Paid by Special Grant to Northland School Division	51,896	
		$ 170,775	$ 290,775
			170,775
	Additional Cost		$ 120,000

(x) Note:
Northern Allowance and Isolation Bonus Paid by Northland School Division No. 61 in Area No. 2. 114,125

Less Provincial Isolation Bonus 62,229

Contributed by Special Grant $ 51,896

Area No. 2 - Recommended Location Allowances

	Staff	Recommended Rate	Total
(1) Schools North of 24th Base Line			
Hawk Hills	1	$ 1,525	$ 1,525
Rainbow Lake	5	1,775	8,875
Buffalo Head Prairie	8	1,375	11,000
High Level	29 1/2	750	22,125
La Crete	40	1,275	51,000
Rocky Lane	12	1,225	14,700
Fort Vermilion Public	10	1,000	10,000
Fort Vermilion Separate (St. Mary's)	7	1,000	7,000
Fort MacKay	3	1,600	4,800
Fort Chipewyan	4	1,925	7,700
Garden Creek	2	2,750	5,500
Steen River	1	1,775	1,775
Paddle Prairie	3	1,275	3,825
Keg River (Dr. Mary Jackson)	7	1,300	9,100
	132 1/2		$158,925
(2) Schools South of 24th Base Line			
Pelican Mountain	1	$ 2,150	$ 2,150
Little Buffalo	3	1,800	5,400
Loon Lake	3	2,000	6,000
Kateri (Trout Lake)	3	2,000	6,000
Chipewyan Lakes	2	2,600	5,200
Janvier	5	2,050	10,250
Cadotte Lake	2	2,025	4,050
Atikameg	11	1,500	16,500
Gift Lake	10	1,300	13,000
Peerless Lake	2	2,075	4,150
Conklin	2	2,375	4,750
St. Theresa (Wabasca)	12	1,700	20,400
Mistassiniy (Desmarais)	20	1,700	34,000
	76		$131,850
Total for Area No. 2			$290,775

Area No. 2 - Present Isolation Bonuses

	Staff	Present Isolation Bonus	Total
(1) Schools North of 24th Base Line			
Peace River School Division No. 10			
Hawk Hills	1	$ 518	518
Fort Vermilion School Division No. 52			
Rainbow Lake	5	690	3,450
Buffalo Head Prairie	8	575	4,600
High Level	29 1/2	518	15,281
La Crete	40	518	20,720
Rocky Lane	12	518	6,216
Fort Vermilion Public	10	345	3,450
			$ 53,717
Fort Vermilion R.C.S.S.D. No. 26			
St. Mary's Separate	7	345	$ 2,415
Northland School Division No. 61			
Fort MacKay	3	860	2,580
Fort Chipewyan	4	690	2,760
Garden Creek	2	690	1,380
Steen River	1	575	575
Paddle Prairie	3	414	1,242
Keg River (Dr. Mary Jackson)	7	276	1,932
			$ 10,469
	Total for (1)		$ 67,119
(2) Schools South of 24th Base Line			
Northland School Division No. 61			
Pelican Mountain	1	860	860
Little Buffalo	3	860	2,580
Loon Lake	3	860	2,580
Kateri (Trout Lake)	3	860	2,580
Chipewyan Lakes	2	860	1,720
Janvier	5	860	4,300
Cadotte Lake	2	860	1,720
Atikameg	11	690	7,590
Gift Lake	10	690	6,900
Peerless Lake	2	690	1,380
Conklin	2	575	1,150
St. Theresa (Wabasca)	12	575	6,900
Mistassiniy (Desmarais)	20	575	11,500
	Total for (2)		$ 51,760
	Total for Area No. 2		$118,879

	Staff	Present Isolation Bonus		Recommended Location Allowance	
Swan Hills School District No. 5109					
Swan Hills	23	$207.00	$4,761.00	$275.00	$6,325.00
Bonnyville School Division No. 46					
Iron River	10 1/2	311.00	3,265.50	300.00	3,150.00
Spirit River School Division No. 47					
Savanna	15	575.00	8,625.00	600.00	9,000.00
Blueberry Creek	4	311.00	1,244.00	500.00	2,000.00
Bonanza	4	276.00	1,104.00	525.00	2,100.00
Woking	4	276.00	1,104.00	500.00	2,000.00
Tangent	4	276.00	1,104.00	475.00	1,900.00
High Prairie School Division No. 48					
Jean Cote	2	460.00	920.00	450.00	900.00
Carole Bannister	8	311.00	2,488.00	400.00	3,200.00
Ecole Joussard	5	276.00	1,380.00	375.00	1,875.00
Langlois	5	207.00	1,035.00	375.00	1,875.00
Kinuso	17	207.00	3,519.00	175.00	2,975.00
Fairview School Division No. 50					
Bear Canyon	3	414.00	1,242.00	625.00	1,875.00
Worsley	14	276.00	3,864.00	625.00	8,750.00
Lac La Biche School Division No. 51					
Caslan	7	460.00	3,220.00	375.00	2,625.00
Rich Lake	3	345.00	1,035.00	550.00	1,650.00
Wandering River	5	276.00	1,380.00	875.00	4,375.00
			$41,290.50		$56,575.00

East Smoky School Division No. 54					
Fox Creek	24	$518	$ 12,432.00	$ 175	$ 4,200.00
Ridgevalley	23	311	7,153.00	325	7,475.00
Sunset House(Tarzan)	3	276	828.00	500	1,500.00
Northland School Division No.61					
Calling Lake	7	460	3,220.00	625	4,375.00
A.C. McCully	3	552	1,656.00	600	1,800.00
J.F. Dion	3	414	1,242.00	700	2,100.00
Grouard	12	311	3,732.00	350	4,200.00
Meno Simons	6	414	2,484.00	775	4,650.00
Bishop Routhier	3	552	1,656.00	900	2,700.00
Grande Prairie County No. 1					
Elmworth	5	311	1,555.00	425	2,125.00
Valhalla	2½	207	517.50	450	1,125.00
St. Paul County No. 19					
Heinsburg	10	207	2,070.00	225	2,250.00
Vermilion River County No. 24					
Tulliby Lake	3	276	828.00	700	2,100.00
			39,373.50		40,600.00
	Forward from Page 1		41,290.50		56,575.00
			$ 80,664.00		$97,175.00

Summary - Cost of Location Allowances		
Cost of Isolation Bonuses	80,664.00	97,175.00
X Paid by Special Grant to Northland School Division	10,610.00	91,274.00
		5,901.00
Additional Cost		

X Note:
Northern Allowance and Isolation Bonus paid by Northland School Division No. 61 — 24,600.00
Less Provincial Isolation Bonus — 13,990.00
Contributed by Special Grant — $10,610.00

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Area No. 9

Berry Creek School Division No. 1	Staff	Cost of Isolation	Bonuses	Cost of Location	Allowances
New Cessford	10	$311	$3,110	$600	$6,000
Provost School Division No. 33	3	414	1,242	425	1,275
Bodo			$4,352		$7,275

Schools at present receiving Isolation Bonuses Recommended to claim under Part 2

Berry Creek School Division No. 1	Staff	Cost of Isolation Bonuses		Cost of Location Allowances	
Connorsville	3	276.00	828.00	300.00	900.00
Medicine Hat School Division No.4					
Lebanon	1	345.00	345.00	600.00	600.00
Buffalo	2	345.00	690.00	450.00	900.00
Jenner	3	276.00	828.00	300.00	900.00
Bindloss	3½	207.00	724.50	300.00	1,050.00
Yellowhead School Division No. 12					
Fulham	3X	276.00	828.00	300.00	900.00
Robb (Bryan)	2X	276.00	552.00	450.00	900.00
Rocky Mtn. School Division No. 15					
Nordegg	3	345.00	1,035.00	300.00	900.00
Grovedale School District No. 4910					
Grovedale	3X	414.00	1,242.00	300.00	900.00
Athabasca County No. 12					
Richmond Park	2X	276.00	552.00	450.00	900.00
Perryvale	3X	276.00	828.00	300.00	900.00
			$8,452.50		$9,750.00

(X) Note:
Questionnaires were not answered. Number of teachers as reported in Operating Schools for 1974-75.

Appendix 1.7.8

"Phasing In" Schedule Under Recommendation No. 18

	Staff	Present Rate	Interm Rates 1st year	Interm Rates 2nd year	Cost 1st Year
Warner County No. 5	4	414	300	200	1,200
Masinasin					520
Wetaskiwin County No. 10	4	230	130	30	876
Buck Lake	12	173	73	-	
Alder Flats					
East Smoky School Div. No. 54	24	518	400	285	9,600
X Fox Creek					
Grande Prairie County No. 1	6	207	100	-	600
La Glace	6	207	100	-	600
Teepee Creek					
Forty Mile County No. 8	8½	207	100	-	850
Manyberries	4½	207	100	-	450
Conquerville					14,696
					4,200
					$10,496.00

X Less provided under Location Allowance @ $175.00

Comparative Allowances

Northland School Division No. 61

1. Isolation Bonuses - Provincial Scale

2. Northern Allowance and Isolation Bonus which includes the Provincial contribution - Northland Scale.

Area No. 2 School	Staff	1. Rate	1. Cost	2. Rate	2. Cost
Pelican Mountain	1	$ 860	$ 860	$1,900	$1,900
Little Buffalo	3	860	2,580	1,500	4,500
Loon Lake	3	860	2,580	1,500	4,500
Kateri	3	860	2,580	1,900	5,700
Chipewyan Lakes	2	860	1,720	1,900	3,800
Fort MacKay	3	860	2,580	1,125	3,375
Janvier	5	860	4,300	1,500	7,500
Cadotte Lake	2	860	1,720	1,500	3,000
Atikameg	11	690	7,590	1,125	12,375
Gift Lake	10	690	6,900	1,125	11,250
Fort Chipewyan	4	690	2,760	1,500	6,000
Peerless Lake	2	690	1,380	1,500	3,000
Garden Creek	2	690	1,380	1,900	3,800
Conklin	2	575	1,150	1,125	2,250
St. Theresa	12	575	6,900	900	10,800
Mistassiniy	20	575	11,500	900	18,000
Steen River	1	575	575	1,125	1,125
Paddle Prairie	3	414	1,242	1,125	3,375
Keg River	7	276	1,932	1,125	7,875
			$ 62,229		$114,125
Area No. 3					
Calling Lake	7	460	3,220	900	6,300
A.C. McCully	3	552	1,656	900	2,700
J.F. Dion	3	414	1,242	900	2,700
Grouard	12	311	3,732	400	4,800
Menno-Simons	6	414	2,484	900	5,400
Bishop Routhier	3	552	1,656	900	2,700
			$ 13,990		$ 24,600

Summary - Area No. 2	Paid under (2)	114,125	
	Paid under (1)	62,229	
	Difference Paid by Special Grant		$ 51,896
Area No. 3	Paid under (2)	24,600	
	Paid under (1)	13,990	
	Difference paid by Special Grant		$ 10,610

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Appendix 2.1

Present Policies — Alberta Housing Corporation

2.2 Rental Schedules

Remote location rentals are based on a flat rate charge of:

0 to 700 sq. ft. - $50 + $25 (utilities)
701 and over 60 + 25 (utilities)
Urban and rural rentals are based on a 1968 market rental average with additional discounts for location and age.

Prior to discounts the rates were established as follows:

2 bedroom house	$125
3 bedroom house	150
4 bedroom house	175

In Fort McMurray the following rental rates on apartments apply:

1 bedroom apartment	80
2 bedroom apartment	100

2.2.B ... remote locations (ranger stations and provincial parks).

2.3 Utilities are charged at a flat rate of $25.00.

2.5.A Physical Depreciation - The discount on this item is 5% for units aged between 6 to 10 years, followed by 5% for each additional 5 years or part thereof up to a maximum discount of 35%.

2.5.B A $5.00 discount is allowed for houses without garages.

2.5.C Location - Compensation for institutional and/or environmental factors is applied using a "Bench Mark System" of discounts.

Examples:	Fox Creek	10%
	Grouard	10%
	Manning	15%
	Ft. McMurray	20%
	High Level	25%
	Grande Cache	30%
	Wabasca	50%
	Ft. Chipewyan	60%

2.2.C The effective monthly rent should not exceed 20% of a tenant's salary.

Appendix 3.1

List of Operating Schools 1974-75

Non-Hutterite - 1 and 2 Room

	1 Room	2 Room
Westlock School Division No. 37		Busby
Calgary School Division No. 41		Beaver Dam
Red Deer County No. 23		Benalto
Leduc County No. 25		Buck Creek Warburg Centre
Minburn County No. 27		Ranfurly
Medicine Hat School Division No. 4	*Lebanon	*Buffalo
Rangeland School Division No. 9		Elmer
Peace River School Division No. 10		*Hawk Hills
Yellowhead School Division No. 12		*Bryan
Provost School Division No. 33		Metiskow
High Prairie School Division No. 48		*Jean Cote
Three Hills School Division No. 60	Orkney	Wimborne
Forty Mile County No. 8		Etzikom
Athabasca County No. 12		*Richmond Park
Vermilion River County No. 24	Woodvale	Rivercourse
Sturgeon School Division No. 24	Morinville Colony	
Starland School Division No. No. 30	Starland Colony	Majestic Verdant Valley
Fort Vermilion School Division No. 52	South Tallcree North Tallcree	
Northland School Division No. 61	*Pelican Mountain Brewsters Camp	*Cadotte Lake *Chipewyan Lakes *Conklin *Garden Creek *Peerless Lake *Steen River Zama City

	2 Room	1 Room
Barrhead County No. 11	Vega	Manola
Parkland County No. 31	Lodgepole	
Seebe School District No. 4152	Seebe	
Waterton Park School District No. 4233		Waterton Park
Totals	13	27
*Receiving Isolation Bonus Now	2	11
(X) No Isolation Bonus at present	11	16

(X) Some of these schools do not qualify
e.g. schools on Indian Reserves

Operating Schools 1974-75 -- 3 and 4 Room

	3-Room	4-Room
Berry Creek School Division No. 1	*Homestead Coulee	
Cardston School Division No. 2	Mountain View Del Bonita	
Medicine Hat School Division No. 4	*Jenner	1. *Bindloss
Taber School Division No. 6	Kinniburgh	
Acadia School Division No. 8		Kitchener
Peace River School Division No. 10		Deadwood
Yellowhead School Division No. 12	*Fulham Peers	
Rocky Mountain School Division No. 15	*Nordegg	
Starland School Division No. 30		Rumsey
Provost School Division No. 33	Cadogen	1. *Bodo
Westlock School Division No. 37		Linaria
Spirit River School Division No. 47		*Tangent
High Prairie School Division No. 48	Driftpile	*Langlois McLennan Public
Fairview School Division No. 50		*Bear Canyon Whitelaw
Lac La Biche School Division No. 51	*Rich Lake	
East Smoky School Division No. 54	*Sunset House	
Three Hills School Division No. 60		Huxley
Northland School Division No. 61	*A.C. McCully *J.F. Dion *Fort MacKay *Little Buffalo *Loon Lake *Paddle Prairie *Kateri *Bishop Routhier	*Fort Chipewyan *Janvier

Note 1 - Bindloss & Bodo now 3-room

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	3-Room	4-Room
County of Grande Prairie No. 1	Bezanson *Valhalla	
County of Vulcan No. 2	Carmangay	
County of Ponoka No. 3	Sylvan Heights	Alberta Hospital
County of Newell No. 4	Haddington	Gem
County of Warner No. 5		*Masinasin
County of Stettler No. 6	Endiang	
County of Beaver No. 9		*Bruce
County of Wetaskiwin No. 10		*Buck Lake Gwynne Rosebrier
County of Barrhead No. 11	Dunstable	Littleport Meadowview
County of Athabasca No. 12	*Perryvale	
County of Smoky Lake No. 13	Bellis	Spedden
County of Wheatland No. 16	Carseland Rockyford	
County of Mountain View No. 17		Midway
County of Strathcona No. 20	Broadmoor	
County of Camrose No. 22	Armena Ferintosh	
County of Vermilion River No. 24	Islay *Tulliby Lake	
County of Leduc No. 25		Leduc Central
County of Lethbridge No. 26	Huntsville Turin	Hardieville Readymade Shaughnessy
County of Minburn No. 27		Minburn
County of Lac Ste. Anne No. 28	Blue Ridge Cherhill	
County of Parkland No. 31	78	Keephills

Grovedale School District No. 4910	*Grovedale	
Barons Consolidated S.D. No. 8		Barsons Consolidated
Lousana Consolidated S.D. No. 38	Lousana Cons.	
St. Rita's R.C.S.S.District No. 28		St. Rita's
Spirit River R.C.S.S. District No. 36		St. Marie
Sexsmith R.C.S.S.District No. 51		St. Mary's
Nampa R.C.S.S. District No. 96		Nampa
Totals	42	38
*Receiving Isolation Bonus now	18	9
(X) No Isolation Bonus at present	24	29

(X) Some of these schools do not qualify
e.g. schools on Indian Reserves